

This Notice Expires 1 September 1977

STATINTL

PERSONNEL

16 June 1976

[redacted]

### AFFIRMATIVE ACTION PLAN

1. The Central Intelligence Agency remains committed to the principles of fairness and positive action as one of the means of assuring efficient, cost effective, and meaningful employment. The Affirmative Action Plan (AAP), recently distributed, is the official assessment of our problems in fair employment practices and of our plans to solve them.

2. The AAP, approved by the Civil Service Commission, includes accomplishments of previous plans, an assessment of present EEO-related problems, and most important, it outlines specific actions to be taken to solve those problems. While we will never reduce our high standards of performance or play the game of tokenism, we will work aggressively to achieve our goals of minority representation in the Agency work force and of the full and fair development and exploitation of the talents of all employees.

3. Each employee has a role in Affirmative Action. I encourage you to read your AAP and be informed of our goals and objectives. Our next AAP will be forwarded to the Civil Service Commission on 30 September 1976. It will include still more incisive examination of existing problems. I urge you to participate, individually and through our varied employee groups and panels, by making suggestions to improve the Affirmative Action Plan of your component, directorate and Agency.

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[redacted]  
George Bush  
Director

DISTRIBUTION: ALL EMPLOYEES (1-6)